

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFL-CIO and Building and Construction Trades Council of Alameda County—AFL

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THE DESIGN OF this poster advertising the Labor Day picnic won \$150 prize for Roger Lloyd, Laney College art student. Lloyd, who works part-time at Safeway and is a member of Retail Clerks Local 870, was presented his prize at the Central Labor Council meeting by President Russell Crowell.

Labor Day picnic poster design wins \$150 prize

The official posters advertising this year's Labor Day picnic at the Alameda County Fair Grounds have been going up around the Eastbay.

The poster was designed by Roger Lloyd, Laney College art student who is also a member of Retail Clerks Local 870.

The poster features a red and white checkerboard top and bottom with blue lettering to advertise the picnic and list the

prizes and events which will be offered. The grand prize will be a microwave oven and second prize will be a portable color TV.

Door prizes will include numerous home appliances and power tools.

Bill Burks, entertainment chairman of the picnic, held auditions for talent last week and promises an exciting lineup of singers, dancers and other show business acts.

State COPE convention called for Sept. 8 in S.F.

The California Labor Council on Political Education has issued the official call to its pre-General Election Endorsement Convention to be held at the Sheraton Palace Hotel in San Francisco on Friday, September 8.

The convention, scheduled to convene at 10 a.m., is expected to attract more than 500 delegates from AFL-CIO unions throughout the state.

"The business of this convention," the call issued by the State AFL-CIO's political arm said, "will be to review primary

endorsements of the California Labor Council on Political Education, and to issue endorsements for the election of November 7, 1972 in those instances where the position of California Labor COPE has not been recorded to date, and in those instances where candidates endorsed by California Labor COPE have failed to qualify at the primary election."

To be represented at the convention, organizations must be in good standing with per capita tax paid in full up to June 30, 1972.

No organization that has not applied for affiliation prior to June 1, 1972 may be represented except organizations chartered after that date.

A large block of rooms has been set aside for the convenience of the delegates at the

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from the EDITOR'S CHAIR

The editor is on vacation. His column will be resumed on his return.

Berkeley strike is over with pay, arbitration won

The strike of Berkeley city employees ended Tuesday afternoon when the 400 workers in four unions won wage increases, binding arbitration and agency shops.

Public Employees Local 390, the largest of the four unions involved which represents ref-

use workers, meter maids, public works, parks and pound attendants, won a \$45 monthly raise for all members and an additional \$22.50 for refuse workers. Refuse workers had previously earned \$770 to \$825.

Binding arbitration of grievances—one of the demands of

the workers which the city officials fought most strenuously—was included in all four contracts.

A full agency shop clause was included in Local 390's contract requiring all employees under its jurisdiction to join the union or pay the equivalent of dues.

In the contracts of the other three unions—Social Service Local 535, International Brotherhood of Electrical Workers Local 1245 and AFSCME Librarians Local 2077—new employees under union jurisdiction will have to join or pay the equivalent of dues but current non-members are exempted.

The three unions won a pay increase of 5 per cent across the board.

The three-week strike was concluded after a series of marathon negotiating sessions early this week.

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Council urges AFL-CIO to endorse McGovern

With Sen. Thomas Eagleton's resignation weighing heavily on the concerns of the delegates, the Alameda Central Labor Council voted this week to send a letter to National AFL-CIO President George Meany asking that endorsement of the Democratic Party ticket be reconsidered.

A motion that the Council endorse Sen. George McGovern despite Meany's ruling of the past week that state and local affiliates could not do so was ruled out by order by President Russell Crowell.

Subsequently, a motion to endorse President Richard Nixon and to appeal to Meany was passed by acclamation. As part of the motion, Council delegates were requested to bring the matter before their locals and urge to locals to petition their internationals to attempt

to change National AFL-CIO policy.

Crowell stepped down from the chair to speak in favor of the motion. "I don't think we can stand another four years of Nixon appointments to the Supreme Court and National Labor Relations Board and federal courts. I hope each delegate here will go back to your locals and urge your locals to demand that Meany change his policy," Crowell said.

The National AFL-CIO Executive Board meets later this month and endorsement could be made then.

Crowell said he had received a telegram advising him that some international unions such as the Meatcutters, State County and Municipal Employees, and the Machinists, are making an effort to win the endorsement of the national body for the Democratic ticket.

Thomas assumes Contra Costa council post

Louis H. Thomas, for 13 years business representative of Roofers Local 81, this week began work as secretary-treasurer and business representative of the Contra Costa County Building Trades Council.

Thomas was elected July 13 from among five candidates for the position.

Support sought for Alameda project

Union members, their families and friends who live in Alameda were urged to get behind the Harbor Bay Isle housing development on Bay Farm Island.

The project calls for rezoning 900 acres for 8,500 to 10,500 units of new housing. It has won the support of the city

planning director but still needs the okay of the planning commission and city council.

Lamar Childers, business representative of the Alameda County Building Trades Council, told delegates at the semi-monthly meeting of attending a hearing Monday night at Alameda High School where opponents of the plan appeared to be "very well organized."

"The planning commission will make its decision on Aug. 14 and between now and then they will be counting letters," Childers said. "What's needed is for union members, their families or friends who live in the City of Alameda to write to the planning commission and city council in support of the Harbor Bay Isle development."

"There's a lot of jobs there over the next 10 to 12 years. But it's going to take letters and support from residents of Alameda to convince the city officials to approve the project," he said.

Childers said opponents were talking about an initiative for the November ballot to block

further development but that such a measure could not be retroactive. "That's all the more reason why it's important to get this approved right now," he said.

In another matter, Childers told the delegates that the University of California had "started a campaign to get the building trades out of" Lawrence Radiation Laboratory in Livermore. "They're using non-union people for work we used to do and are asking the Atomic Energy Commission to rule that the work doesn't come under the Davis-Bacon Act," he said.

"Further negotiations with the University of California will be fruitless," he said, "so we are trying to apply pressure from above on this."

In other action, the council:

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OFFICIAL NOTICES

Union meeting notices page 6, union correspondents' columns page 4.

SCIENCE & INDUSTRY SECT
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Medicare isn't paying the bills

By SIDNEY MARGOLIUS

An elderly reader recently showed us the explanation of the Medicare reimbursement for her doctor bills which she had received from the insurance company handling these benefits in her area for the government. For a total outlay of \$747 for doctors during a recent illness, she got back \$426, only 57 per cent of her actual expense.

The insurance company (called the intermediary) first knocked off \$214 of the \$747 as exceeding the prevailing charges in her area for the services provided by the doctors involved. For example, one doctor had charged \$20 for a visit but the intermediary allowed only \$12. For another doctor's fee of \$610 for care while she was hospitalized, the intermediary allowed only \$327, and so on.

Of the remaining \$533 that was allowed, the Social Security Administration paid 80 per cent as provided by the law. So that is how this lady wound up with a reimbursement of a little over half of her doctor bills.

Actually, people 65 or older getting Medicare benefits are laying out almost as much cash for "out of pocket" expendi-

tures as in 1966 before Medicare went into effect; \$225 in 1971, compared to \$234 then.

Of course, medical fees have gone up in those five years. And, older people in general undoubtedly are getting more care than before Medicare, when many simply had to forego needed services for lack of funds.

But the third reason is the sharp rise in doctor fees of about 34 per cent since 1967, and the frequent disparity between what doctors charge and what Medicare says is the prevailing "reasonable" rate.

Under Medicare law and regulations, the Social Security Administration explains, a charge is considered "reasonable": (1) if it is no higher than the doctor has been customarily charging all his patients, Medicare and non-Medicare, for the particular service; and (2) if it is also no higher than the charges made for that service in three out of every four cases by the other doctors in that locality.

But there's a joker that aggravates the disparity between what many Medicare patients pay and what they get back. Under present regulations,

what is considered to be reasonable charge in each locality actually is the previous year's "reasonable" charge.

In fact, the rate standards can lag as much as 18 months. For example, as recently as June 30, 1972, the intermediaries were still using the 1970 rates. On July 1, 1972, the "reasonable" rates went up—but only to the 1971 level where they will remain until next July 1.

The Social Security Administration says there is no other way to do it since it takes some time after the end of the calendar year to determine what the prevailing rates were for that year. Well, in a computer age, and for an agency that has an outstanding record of managing millions of social security accounts, it should be relatively simple to determine the new "reasonable" charges every six months and announce them within a few weeks.

Medicare patients can avoid the problem of disparities between "reasonable" and actual charges if they can encourage their doctors to accept assignment of their bills.

Under the assignment method, the doctor agrees to send in the bill and have the Medi-

care payment made to him. He also agrees that his full charge will be no higher than the Medicare standard for a "reasonable charge."

But the doctor can accept the assignment or not as he chooses. If he doesn't want to accept it, but prefers to let the beneficiary collect the Medicare payment, the doctor is under no obligation to reduce his fee to that determined to be the "reasonable charge." The Medicare beneficiary is then responsible for paying the full amount of the doctor's charge as billed.

About 60 per cent of the claims for doctor-bill reimbursement usually are assigned. In about 45 per cent of the assigned claims, a charge was found to be higher than the amount Medicare recognized as reasonable, and Medicare payments overall were about 11 per cent less than the total billed. The doctors who accepted the assigned claims absorbed these reductions.

One social security expert feels that doctors could be further encouraged to take assignments, and that more patients might ask doctors to do so. Many patients don't even ask the doctors.

At least one labor union, Dis-

trict 37 of the State, County and Municipal Workers, two years ago did canvass doctors in its area (New York City) to see which would accept assignments.

It should be pointed out to the doctors that accepting an assignment is a convenience to them too, since they are assured the forms will be filled out correctly and that they will get their pay directly without any neglect on the part of the patients. Recently some doctors' associations asked the Social Security Administration if it would notify doctors when non-assigned claims were paid to the patients. To its credit, the SSA refused to do so.

Whether you can get doctors to accept assignment may depend in part on where you live. In Boston and Dallas, over 70 per cent of claims usually are assigned. Doctors in San Francisco and Denver also have demonstrated above-average willingness to accept the "reasonable" charges. But doctors are less willing in New York, (only about half the bills were assigned), and Chicago, and a little below average in Philadelphia and Seattle.

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ILGWU FASHION BROCHURES SENT FREE TO OUR READERS

The Union Label Department of the International Ladies' Garment Workers' Union is offering free to members of all trade unions and their friends copies of two new fashion booklets.

They cover the new styles and most popular items in the smart woman's wardrobe—coats, suits and sportswear. They run a total of 24 pages with 32 illustrations in gorgeous color. The texts are authoritative, contemporary and keyed to the budget conscious shopper.



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Profits from mail order health insurance

The nation's largest seller of mail order health insurance was accused of making high profits at the expense of policyholders, many of them low-income elderly persons.

Sales and advertising practices of the insurance firm, National Liberty, also were sharply criticized during hearings by the Senate's Antitrust & Monopoly subcommittee.

National Liberty had presented figures to the subcommittee which showed that it returned to policyholders only about 50 cents for each dollar of premiums.

The head of National Liberty, Robert E. Slater, conceded his firm was making a substantial profit on its mail business but said that was because of "a great volume of new business recently on which claims have been minimal because of re-

stricted benefits in the first two policy years."

The subcommittee revealed data which showed that of the more than 270,000 people who bought National Liberty's most popular policy in 1970, only 147,000 had continued it through March of this year, a lapse rate of 47 per cent.

Of 78,577 claims filed during that period, 30,291 or 38 per cent were rejected, mainly because of restrictions of benefits during the first two policy years.

National Liberty is the leading seller of supplemental health insurance by mail with 1,600,000 persons insured through three subsidiary companies.

Another witness, Charles A. Siegfried, vice chairman of the Metropolitan Insurance Co., raised eyebrows with the com-

ment that "we aren't in business to make money, we are in business to help people who need help."

Subcommittee Chairman Philip A. Hart (D-Mich.) then asked why Metropolitan refused to insure people employed as laborers, porters, carwashers and unskilled workers.

Siegfried replied that to insure these people would mean an increase in premiums for all policyholders because people in these occupations had "high loss ratios."

He said this meant that they submitted a lot of claims which drove up the cost of insurance.

Hart then asked if he thought these people could get adequate insurance and Siegfried admitted that they couldn't.

Persons who live in the inner city and others of "borderline economic status," he said, make insurance more costly for everybody else.

Postal rate ruling threatens union papers

A sharp boost in mailing costs for trade union publications is in prospect under the new postage schedule recommended by the Postal Rate Commission.

With a minor revision, the commission accepted the proposals of its chief hearing examiner and the U.S. Postal Service on rates for non-profit second-class mail.

This is the category that covers most union papers and magazines, along with publications of churches, veterans' groups, youth organizations and other non-profit mailers.

The commission said the Postal Reorganization Act made attributable costs a floor as well as a ceiling for second-class non-profit publications.

It claims the rates it proposed for this category are the "lowest justified by law."

It rejected the argument of

the International Labor Press Association that this was not the intent of Congress, which specifically urged the commission to take into account the historic preferential treatment given such publications.

The ILPA warned that rate increases of the magnitude proposed could well lead to the suspension or sharp curtailment of many labor papers and magazines.

The total rate boost for non-profit second-class mail would be applied in steps over a 10-year period. The first step alone would nearly double postage costs for many union publications.

For example, an eight-page tabloid with no advertising content is now mailed at a minimum per-piece charge of .2 of a cent and a surcharge of .04 of a cent per copy under temporary rates put into effect May 16, 1971.

The first step of the new schedule would increase the per copy surcharge to .2 of a cent, making a total cost per copy of .4 of 1 cent.

Over the full 10-year phasing period, the per copy surcharge would rise to 1.5 cents and the pound rate for non-advertising matter would go from the present 2.4 cents to 5 cents a pound.

Thus most union publications would end up paying both pound and piece rates. Currently the eight-page tabloid used in the example pays only the piece rate.

For many of them, the total postage increase proposed over 10 years would amount to a rise of 750 per cent or more over what they are now paying.

The commission's recommendations are subject to approval by the governors of the Postal Service.

The commission changed the proposals of the USPS with regard to second-class non-profit rates in only one respect.

The USPS and the hearing examiner had called for pound

rates on advertising matter ranging from 7.8 cents in Zones 1 and 2 to 19.6 cents in Zone 8, phased over 10 years.

The commission reduced the increase for distant zones, making the range 7.8 cents to 17.7 cents.

Guide for health care selection to be prepared

The California Council for Health Plan Alternatives will prepare a guide for selection of group health care and health insurance plans under a \$150,000 grant from the Department of Health, Education & Welfare.

The grant contract specifies that CCHPA "is to develop, field test and distribute nationally an objective, validated rating technique and/or health education-information guide."

Union representatives and others purchasing group health care will use the guide to select coverage.

CCHPA also is to develop a "Plan Marketing Guide" to help health maintenance organizations design and market services.

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JOHN M. ESHLEMAN,
Editor

POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES, FORM 3579, TO 1422 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.



AS WORKERS RALLIED outside city hall last week, the Berkeley City Council went into executive session. Paul Varacalli, center, execu-

tive secretary of Public Employees Local 390, kept things moving outside while the council deliberated.

Berkeley Strike Disputes proliferate at public agencies

Continued from page 1

The first crack in the city council's stubborn refusal to sit down at the bargaining table came July 25 when a rally of more than 500 union members and supporters outside City Hall sent council members scurrying into secret session.

When they finally reappeared, they came with a new pay offer but were holding out on the issues of binding arbitration and agency shop.

Further meetings were held that week and on Sunday, the session stretched out for 20 hours, ending at 4 a.m. Monday. Further talks on Monday brought together the package which was presented to the membership for ratification Tuesday afternoon.

Trades Council

Continued from page 1

● Resolved to oppose the reelection of Richard Nixon for President.

● Heard that Carpet and Linoleum Layers Local 1290 and Asbestos Workers Local 16 were on strike and picketing shops.

● Signed contracts with Cedarquist Showcase and Fixture Co., Designed Building Systems, James H. Dyer, Happ and De Bolt and International Hotels.

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Roofers sign new pact for 85-cent raise

Roofers Local 81, along with Locals 40 in San Francisco, 121 in San Rafael and 236 in Santa Rosa began earning an extra 65 cents per hour this week as the result of a new contract ratified by members last week.

The new one-year pact calls for an additional 50 cents per hour in wages and 15 cents for vacation pay beginning August 1.

On September 1, another 20-cent hourly increase is due which will be divided with 15 cents going to health and welfare and five cents to vacations, said Bill Phalanger, financial secretary of Local 21.

The Local 81 has 423 members.

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Nixon's cheap youth labor plan opposed

The substandards minimum wage proposed by President Nixon for teenagers would neither create jobs for young workers nor expand job opportunities to cut high unemployment, AFL-CIO Economist Rudolph Oswald declared on the radio interview program Labor News Conference.

"Jobs are created by demand in the economy not by cutting the minimum wage," Oswald stressed.

He noted that the below-par wage for teenagers urged by administration spokesmen would have no effect on 'teenage employment and unemployment'—a fact borne out by a detailed, year-long study for the Labor Department.

Much more effective, he said, would be a higher minimum wage for all those at the low end of the economy, to give them more purchasing power and spur demand for goods and services.

Oswald renewed organized labor's call for long-overdue im-

provement and expansion of the minimum wage provisions of the Fair Labor Standards Act.

He pointed out that low-wage workers who get raises only when the law is updated have had no improvement since 1966—a six-year period of high inflation.

Minimum wage measures sponsored by Representative John Dent (D-Pa.) and Senator Harrison Williams (D-N.J.) would extend coverage to millions of the nation's lowest-paid workers, such as employees of state and local governments and household domestics, who are now denied the badly-needed protection, he said.

He denied the contention that the bills would be inflationary and have a heavy impact on employers.

He said the effect of the Dent bill, for example, would be less than 1 per cent of the wages paid by all employers, and that the impact would be only on employers who keep wages low.

(Legal Advertisement)

NOTICE TO CONTRACTORS

NOTICE IS HEREBY GIVEN that the Board of Education of the City of Oakland, and of Oakland Unified School District of Alameda County hereby calls for sealed proposals to be delivered to the Secretary of said Board at his office in the Administration Building of said District, 1025 Second Avenue, Oakland, California, until Tuesday, the 15th day of August, at 4:00 p.m., at which time and place said bids will be opened for the furnishing of all labor, materials, equipment, mechanical workmanship, transportation, and services to be used in the Providing and Installing Resilient Matting at Various Children's Centers, Oakland, California, for the Oakland Unified School District of Alameda County.

These bids shall be presented in accordance with plan(s) and specifications for said work which are on file at the said office of the Secretary of said Board of Education located as above mentioned, and in the office of the Director of School Construction, located at 900 High Street, Oakland, California.

Said plan(s) and specifications may be had by any prospective bidders on or after July 31, 1972, for the work above mentioned, an application to the Director of School Construction, at his office hereinafter mentioned, and in each case shall be returned within five (5) days after securing same to said Director of School Construction, if no bid is submitted in the bidder's name for the completion of the work, or not later than two (2) days from and after the date of submitting the bid, if a bid is submitted in the bidder's name.

Bids must be made on form obtained at the office of the Director of School Construction and must be signed by the bidder and accompanied by a bid bond in the form procured from said office, duly executed by the bidder as principal, and a corporation authorized to do business in the State of California as surety, naming the Oakland Unified School District of Alameda County as obligee, or by a cashier's check or certified check, certified without qualification, drawn on a solvent bank of the State of California or on a national bank doing business in the State of California, in the amount of ONE THOUSAND ONE HUNDRED AND NO ONE HUNDREDTHS DOLLARS (\$1,100.00), and made payable to the Oakland Unified School District of Alameda County. Should the bidder or parties to whom the contract should be awarded fail to enter into the contract after the award and to file the required bonds the proceeds of said certified or cashier's check or the amount paid by the bidder or his surety pursuant to the terms of said bid bond, either voluntarily or pursuant to the judgment rendered by the court in any action brought thereon will be retained by said District as agreed and liquidated damages.

The contractor and all subcontractors under him must pay all laborers, workmen and mechanics on said work, or any part thereof, not less than the general prevailing rate of per diem wages and not less than the general prevailing rate of per diem wages for legal holiday and overtime work, for work of a similar character in the locality in which the work is performed, to wit: said School District, which per diem wages shall not be less than the stipulated rates contained in a schedule thereof which has been ascertained and determined by said Board and which is now on file with the Secretary of said Board and by reference incorporated and specified herein and made a part hereof, and which said general prevailing rate of per diem wages as hereinabove referred to and adopted for each craft or type of workman or mechanic needed to execute this contract, is herein specified as follows:

ALL FOR AN 8 HOUR DAY EXCEPT AS NOTED

HOURLY WAGE RATE	CRAFTS OR TYPES OF WORKMEN
\$7.00	Tile Setters
6.10	Over time, Saturdays, Sundays, and holidays to be paid in accordance with the union wage scale in effect at the time for each craft or trade.

In addition to the hourly and/or per diem wages for the crafts, classifications or types of workmen listed above, contractors shall be required to make employer payments for health and welfare, pension, vacation and similar purposes and the payment of travel and subsistence payments as required by the executed collective bargaining agreements for the

particular craft, classification, or type of work involved.

The working day shall be eight hours unless otherwise specified above. The per diem rate shall be the hourly rate multiplied by the number of hours in the working day. When less than the number of hours constituting the working day, as herein stated, is worked, the wage to be paid shall be the hourly rate multiplied by the number of hours actually worked.

All skilled labor not listed above that may be employed is to be paid not less than the union wage scale for such labor and in no event to be paid less than Five and Eighteen and One-Half One Hundredths Dollars (\$5.185) per hour.

It shall be mandatory upon the contractor to whom the contract is awarded, and upon any subcontractor under him, to pay not less than the said specified rates to all laborers, workmen, and mechanics employed by them in the execution of the contract.

Properly indentured apprentices may be employed upon this work in accordance with the state law. Such apprentices shall be properly indentured as called for by law and shall be paid not less than the standard wage paid to apprentices under the regulation of the craft or trade at which they are employed. An apprentice shall be employed only of the work of the craft or trade to which he is indentured. Only apprentices, as defined in Section 3077, who are in training under apprenticeship standards and written apprentice agreements under Chapter 4 (commencing at Section 3070), Division 3, of the Labor Code, are eligible to be employed on public works, and their employment and training shall be in accordance with the provisions of such apprenticeship standards and apprentice agreements under which they are training.

Attention is directed to the provisions in Sections 1777.5 and 1777.6 of the Labor Code concerning the employment of apprentices by the contractor or any subcontractor under him.

Section 1777.5 requires the contractor or subcontractor employing tradesmen in any apprenticeship occupation to apply to the joint apprenticeship committee nearest the site of the public works project and which administers the apprenticeship program in that trade for a certificate of approval. The certificate will also fix the number of apprentices or the ratio of apprentices to journeymen that will be used in the performance of the contract. The ratio of apprentices to journeymen in such cases shall not be less than one to five except:

A. When unemployment in the area of coverage by the joint apprenticeship committee has exceeded an average of 15 per cent in the 90 days prior to the request for certificate, or

B. When the number of apprentices in training in the area exceeds a ratio of one to five, or

C. When the trade can show that it is replacing at least 1/30 of its membership through apprenticeship training on an annual basis state-wide or locally, or

D. When assignment of an apprentice to any work performed under a public works contract would create a condition which would jeopardize his life or the life safety, or property of fellow employees or the public at large, or when the specific task to which the apprentice is to be assigned is of such a nature that training cannot be provided by a journeyman, or

E. When the contractor provides evidence that he employs registered apprentices on all of his contracts on an annual average of not less than one apprentice to eight journeymen.

The contractor is required to make contributions to funds established for the administration of apprenticeship programs if he employs registered apprentices or journeymen in any apprenticeship trade on such contracts and if other contractors on the public works site are making such contributions.

The contractor and any subcontractor under him shall comply with the requirements of Section 1777.5 and 1777.6 in the employment of apprentices.

Information relative to apprenticeship standards, wage schedules, and other requirements may be obtained from the Director of Industrial Relations, ex officio the Administrator of Apprenticeship, San Francisco, California, or from the Division of Apprenticeship Standards and its branch offices.

The Board reserves the right to reject any and all bids.

By order of the Board of Education July 25, 1972.

MARCUS A. FOSTER

Secretary of the Board of Education of the City of Oakland and of the Oakland Unified School District of Alameda County, State of California

Chips and Chatter

By Gunnar (Benny) Benonys

It's official! **THIS IS TO ADVISE YOU THAT AT ITS MEETING OF JUNE 21, 1972, THE BOARD OF TRUSTEES VOTED TO IMPROVE THE DENTAL BENEFITS EFFECTIVE SEPTEMBER 1, 1972, BY INCREASING THE PROVISION FOR PROSTHETICS TO 90 per cent of the FEE SCHEDULE.**

The Contract Pension Approval Committee has approved pensions for the following Brothers:

Local 36, Oakland: Cornelius Bowden, Raymond Caldwell, Frank V. Garcia, Henry A. Kuehl, Joseph J. Ludwig, Herbert A. Phillips, Robert L. Taylor and Samuel Teague, Sr.

Local 34, Oakland-San Francisco: Drew D. Davis, Virgil S. Galaway, Alexander S. Gillespie, Matt A. Marttila, Matthew Saccomanno, Arnie E. Salmi and Emerald L. Tigert.

Local 102, Millwrights: Walter E. Chapman, Howard Madson and George Malchus.

Local 478, Shinglers: Troy Mayberry.

Local 642, Richmond: Chester C. Dana, Leroy E. Griffith, C. J. Lvias, Gordon O. Overland and Gordon W. Pheil.

Local 1158, Berkeley: Earl Potter.

Local 1473, Fruitvale: Alve Finley, John T. Grismore, Gunther R. Reincke and Clyde Smith.

Local 1622, Hayward: Edward R. Boddy, William P. Brasiel, John W. Combs, Norman L. Dahlman, John C. Davis, William Drinkward, Virgil E. Eskridge, Paul E. Gallett, Walter Fustafson, Julio Palmiero, Antone J. Salazar, and Robert D. Sidentopf.

Local 2046, Martinez, Jess J. Alexander, Delmer L. Cagle, Troy W. Chilton, Royal E. Cook, A. H. Couch, Jason H. Cullison, Eual H. Griffin, Taft O. Jenkins, Leo M. Jones, Hubert W. Latimer, Henry A. Lee, George E. Mathews, Eugene J. Peterson, Robert H. Sampson, Roy H. Simpson, Richard M. Victor, Otto Wilson, and Ulric L. Woods.

Pre-retirement death benefits were paid to Mrs. Dorothy McCausland, (Charles McCausland, 36) and to Mrs. Nancy Strother, (Lester Strother, 1622).

What's your hobby. Tell me about it. All the Brothers might be interested also.

Brother Art Stapel raises tropical fish. He has over a thousand guppies, angels, black skirts and barbs. He enjoys breeding and raising them.

Operation Paperback says, "thanks" to Brother Al Thoman for his big box of books.

Congratulations to Eric and Arnita Peden. They are celebrating their fourth wedding anniversary this week.

Chicago's District Council of Carpenters settled a 16 day strike, (their first strike since 1919) with a new one-year agreement. Wage package provided a 65 cent per hour increase, retroactive to June 1, 1972 and 35 cents effective December 1, 1972. Current wages are \$8.30, and \$8.65 as of December 1, 1972. Health and welfare increased from 30 to 45 cents per hour. Pension remains at 62.5 cents per hour. Apprentice-Journeyman Training Fund, 8 cents per hour. The agreement covers 30,000 carpenters in Cook, Lake and DuPage Counties in Illinois. All increases are subject to approval of

the Contract Industry Stabilization Committee.

Two newly appointed stewards attended the Stewards Committee meeting Thursday evening, Brothers Grover Thomas and Fred Durlinger.

Uncle Benny claims marriage is like a boxing match. The preliminaries are frequently better than the main event!

Li'll GeeGee, the office vamp said to the new steno, "Oh, you will like it here, lots of chances for advances."

Cousin Clarence's definition of taxpayers: People who don't have to pass civil service examinations in order to work for the government.

See you at the next meeting, Brothers?

Steamfitter Notes

By Jim Martin

United Association Local 38 in San Francisco has been notified by the Construction Industry Stabilization Committee that their request for an 84 cent per hour increase had been denied. Local 38 had submitted an increase of 50 cents per hour on wages with balance being allocated for fringe benefits and Industry Promotion—total 84 cents.

The Commission approved a 25-cent per hour increase, 17 cents on fringe benefits and eight cents per hour on wage increase. Based on this, our local union's request for a 62-cent per hour increase doesn't look too bright. Time will tell. Our request and substantiating evidence has been forwarded to the Commission for approval. The Joint Board of Trustees at their meeting held the latter part of July reviewed the bids received from various Health and Welfare carriers. However, no action was taken on changing carriers as we are waiting the outcome of the C.I.S.C. ruling on our request for the 62-cent per hour increase. The Board also extended our Blue Cross Plan on a month-to-month basis.

Our union's work situation remains about the same, slow. We do hear that there will be a couple of large projects at the Union Oil and Standard Oil Refineries scheduled for this fall.

Our next membership meeting will be held on Thursday, Aug. 3. Please plan to attend, also take a look at your dues book.

Watchmakers 101

By George F. Allen

The membership at the July 20, 1972 meeting voted to reopen the Union Agreement, therefore, we are getting the notice ready for the employers who must be notified 60 days in advance of the October 15, 1972 expiration date of the union Agreement.

This week we were able to forward to Douglas and Beverly Green, son and daughter of our late Brother Harold Green, checks in the amount of \$1,000 each; as Brother Green had chosen to divide his \$2,000 Life Insurance Benefit as a member of Local 101, in equal amounts to his children.

Congratulations are in order for Ricardo Manzano, member of our local for many years who is in business for himself. He telephoned the union office to joyfully announce that his wife Jan had presented him

with a 7 lb. 8 oz. boy on July 23. The little fellow will be named Angel and Ricardo can now boast of two boys—the first named after his dad, Ricardo Manzano Jr. Angel was born at the Kaiser Hospital in Santa Clara and as all babies are bundles from Heaven, the name Angel will be a constant reminder of this to this family, all of whom we wish much luck and happiness.

Congratulations are also in order for Fe H. Rogers of Milens in Oakland. A bit late—but sincere. It has been several months now since she changed her name to Kunes — and we here in the office who are generally a nosey lot (I mean my secretary—not me!) just found out about her marriage. Anyhow, good luck Fe — to you, your husband, and your newly acquired family.

Paul Smith, watchmaker employed at Millbrae Jewelers of Millbrae, has purchased his own store—Chestnut Jewelers on University Avenue in Palo Alto. Charles Alfrey who formerly owned his own store on that same Avenue is replacing Paul as the watchmaker at Millbrae Jewelers. We wish Brother Smith good luck in his new business.

Sheet Metal 216

By Keith & Jim

This past Tuesday evening Local 216 was informed with the other Building Trades locals together with the Central Labor Council that Assembly Constitution Amendment 93 was going to be voted on Thursday on the Assembly floor. This bill is co-sponsored by Assemblymen Miller and Burton and deals with a resolution to propose to the people of the State of California an amendment to the Constitution of the State of Section 9 of Article 9, relating to the University of California.

This bill would authorize the legislature to protect the exercise by employees of the University of California a full freedom of Association self-organization, and designation of representatives of their choosing for the purpose of negotiating all matters effecting the terms and conditions of their employment or other mutual aid or protection.

In other words, it would see to it that the University's powers that be — President Hitch and his Board of Regents — sit down at the bargaining table and resolve their differences. As you all know this has not happened in the past; the University has always sent in their seconds or other team to bargain and after their agreeing to a resolved difference had it overruled by the President, Board of Regents, or the Chancellor of the University of California.

We all know that the University position has been . . . They are a public institution. They are exempt by law of having to bargain collectively. This bill needs a two-thirds majority vote to pass in both houses before it can be placed on the ballot for the voters to decide, so you can see it will be an uphill fight. We are all concerned because if the U.C. retains the attitude that the law does not apply to them, who will be next?

All locals were asked to go to Sacramento to express their views to the Assemblymen who were known to disfavor the bill, but as usual there wasn't a very good turnout. If Labor doesn't get off their you know

what and make an all out effort to support legislation that effects their people we cannot blame anyone but ourselves. This means everyone in Labor, not only your representatives but all members as well.

Bill and I represented Local 216 and by the time you read this article, we should know if our efforts were in vain. To anyone who has never been to Sacramento to a legislator to lobby for a bill, it is a real eye-opener as well as a frustration.

Everyone who has a family some day hopes to send his children to college but when the time comes we didn't make provisions soon enough to fulfill our ideals. Here is something to think about: Under present law, an individual may give up to \$3,000 a year to each of any number of persons, and such transfers will be excluded from federal gift tax. No gift tax return is required.

Furthermore, either spouse with the consent of the other can, by filing a return, increase the amount to \$6,000 and still transfer it tax-free. However, since the exclusion is an annual percentage, it is lost forever if not exercised by the end of each year.

This exclusion is only allowed if the gift is one of present interest. The person receiving the gift must have an immediate right to the use, possession or enjoyment of the property. If his or her right is delayed to some future time or event, the gift is deemed to be one of a future interest, and the annual exclusion will be disallowed.

I know that as tradesmen we don't have these maximum amounts involved to give to our children but if appropriate amounts are given each year for 15 or 20 years our education is assured. Be sure that you consult your tax consultant before you make these transfers so that you fulfill all obligations of the law.

Gordon Dalton was rushed to Brookside Hospital with a temperature of 105 degrees caused by a kidney infection. After packing him in ice to lower his temperature and a shot of antibiotics he was later moved to Kaiser Hospital in Hayward. Anyone who knows him please call and cheer him up because it is no fun in the hospital.

Work is still holding up with almost 100 per cent employment. There are a few specialty jobs going unfilled but that always is the way when you have full employment.

Keith is in Canada on vacation for several weeks visiting the wife's relatives so when he comes back maybe he can inform us as to how the fishing is. I know it's always good the week before and the week after

Emporium strikers supported

The State AFL-CIO threw its complete support behind the Retail Clerks in their dispute with the Emporium Department Store in San Francisco this week.

In a wire to Walter Johnson, secretary-treasurer of Retail Department Store Employees' Local 1100, John F. Henning, the executive officer of the California Labor Federation, AFL-CIO, said:

"The California Labor Federation, AFL-CIO, representing more than 1,600,000 AFL-CIO workers in the state, stands 100 per cent with the Retail Clerks in the Emporium dispute.

"We are requesting all of our affiliates throughout the state to assist the clerks in this basic union shop dispute.

"We also pledge the assistance of the state labor movement to any extension of union action to other stores in the San Francisco area."

you were there but never during.

THOUGHT FOR THE WEEK:

The labor union is an elemental response to the human instinct for group action in dealing with group problems.—William Green, speech 1925.

Regular membership meetings will be resumed on the third Wednesday of each month at 8 p.m., Labor Temple, 2315 Valdez Street, Oakland.

Members of the Western States Death Benefit Fund, Death Assessment 728 is now due and payable.

AFSCME 371 'Info'

By Johnnie Marie Butler

My sisters and brothers, the strike is over, yes, but there is still work to be done. Each and everyone of you are asked to be present at the next membership meeting. For you who were not present at the last meeting, here is a bit of news. These are the names of the raffle winners: Bros. Pippen, the 1st prize — Flemming, 2nd prize and Pete Billo, 3rd prize.

Our president is urging all members to be present at the next membership meeting to vote on dues increase and insurance increase, also as of now the initiation fee will be \$12. Come out and see what's going on in your local. As I said there is a lot to be done yet, we need each of you.

I AM MOVING

Effective _____ I am moving to a new address.

Name _____ Union No. _____

Old Address _____ City _____

New Address _____ City _____

CUT OUT AND MAIL TO:

EAST BAY LABOR JOURNAL

1622 East 12th Street, Oakland, California 94606

Where the housing dollar really goes

Society Magazine, which usually covers the area of sociology and anthropology, took a look at the construction industry in its current issue and concluded that labor is actually a minor portion of the cost of new housing.

"It is commonly believed that labor is the main factor causing increased housing production costs. The cost increases are allegedly attributed to the archaic closed-shop practices of the unions, low productivity and high wage settlements."

"This is in fact a union-busting tactic designed to divide the working class and divert attention from the major sources of cost increases — profiteering by land speculators and bank-

ers," wrote Michael E. Stone in an article entitled "The Politics of Housing: Mortgage Bankers."

Stone found in his studies that labor's share of the cost of both single-family and multi-family housing are roughly 20 per cent. Construction financing alone is 10 per cent of the total and the developer's overhead and profits are another 15 per cent. Materials account for 35 per cent of the price and site acquisition and preparation the remaining 20 per cent.

"Hourly wages of workers in the building trades have risen extremely rapidly when compared with other industries. What is never added though is that the average construction

worker has a job only two-thirds of the year, and for the past few years there has been little enough construction work of any sort," Stone wrote.

"Indeed, ever since World War II the average annual unemployment rate in the construction industry has been about twice as high as in non-agricultural industries; since the mid-1950s it has been even more than twice as high. The apparently high wage settlements have in fact not kept annual incomes of construction workers up with workers in manufacturing.

"In addition, careful studies have revealed that from 1947 to 1965 real output per man-hour in the construction indus-

try actually increased at an average annual rate of 3.4 per cent — quite comparable with manufacturing. According to the President's Committee on Urban Housing . . . between 1950 and 1966 the labor share of housing costs actually decreased . . . The assertion that labor has been the prime source of construction-cost increases is clearly a myth," he wrote.

Finally, Stone points out where the increases are really coming from.

"The most rapidly rising components of housing costs in recent years have actually been land costs, financing charges and closing costs. During the last few decades land has been the fastest rising major element

in the cost of new housing.

"On average, each parcel of urban land in the U.S. more than doubled in value between 1950 and 1965. This increase refers to raw land alone and does not reflect additional increases in the cost of land development and site preparation. In the same period, for single-family FHA homes, site value (including land development) went on average from 12 to 20 per cent of total house value.

"As land prices rise, there is a multiplier effect on total construction costs. Developers generally tend to put more expensive or larger houses on higher-priced land. In addition, increases in land prices are generally related to increases in housing demand and housing prices. As the value of housing goes up, the value of both occupied and potentially occupied land also goes up. To the extent that land speculation is financed by mortgage borrowing, lenders contribute to and profit from increased land values."

Nixon signs measure

California unemployed won't gain benefits

Federal legislation to extend an emergency program of unemployment insurance benefits has been signed into law but it won't do California workers any good.

In fact, one employer publication that opposed the extension indicated it would only apply to eight states instead of the 18 claimed by the Nixon Administration.

U.S. Senator John V. Tunney (D-Calif.) had proposed amending the original emergency jobless benefits program to reduce the "trigger" rate from 6.5 to 6 per cent of workers in jobs covered by unemployment in-

surance but was obliged to drop this proposal to get the bill out of committee.

Renewed efforts to enact legislation extending the emergency program to cover California workers are expected after the congressional recess for the Democratic Convention, Tunney's office said.

The program signed by the President merely extends the date of the original emergency benefits program authored by Senator Warren Magnuson (D-Wash.) for six months.

Under the complicated "trigger" formula in that act, which leaves out hundreds of thou-

sands of workers who have no unemployment insurance coverage, California, with nearly half a million jobless workers, will be ineligible to participate in the program by the end of this month.

During the five months that California workers have been eligible more than 200,000 California workers benefited from the emergency program, which was separate from the permanent program of extended unemployment insurance benefits.

The regular extended benefits program has proved inadequate during periods of prolonged high unemployment

such as the nation has suffered during the past two or three years.

The emergency program is triggered only when the national jobless rate in employment covered by unemployment insurance exceeds 4.5 per cent and the individual state's rate in covered employment exceeds 6.5 per cent.

According to an employer-oriented publication, *Advisor*, printed in Washington, only eight states are expected to qualify for the extended program of emergency benefits for the bulk of the six months extension period: Alaska, Connecticut, Maine, Massachusetts, New Jersey, Puerto Rico, Rhode Island, and Washington.

Nationally during the first four months of the program some 662,000 persons received up to 13 weeks of extra benefits.

The extension measure is expected to aid between 300,000 and 400,000 persons who remain unemployed after exhausting their state benefits during the next six months.

U.S. delay on asbestos standard assailed

The lives of thousands of workers are being unnecessarily risked by a Labor Department decision to wait until mid-1976 to impose stricter controls on deadly asbestos dust, the AFL-CIO Industrial Union Department charged.

Leading medical authorities, labor safety experts and the government's own occupational health advisers had warned that the present "interim" limit of 5 fibers per milliliter of air exposed workers to the threat of cancer and grave lung ailments.

The current standards mean that a worker could inhale as many as 30,000,000 asbestos fibers in an eight-hour workday.

The Public Health Service

had urged a 2-fiber limit be imposed within two years.

The Labor Department and its Occupational Safety & Health Administration argued that "the delay in the effective date will provide all employers a reasonable time to comply."

One of the nation's leading medical authorities on occupational asbestos diseases, Dr. Irving J. Selikoff, warned that the Labor Department delay could be a death sentence for many of the workers who will be exposed to asbestos particles over the next four years.

"Almost every essential precaution that could have been taken has been ignored or discarded — in many instances against the recommendations

given the Department of Labor by the Public Health Service's National Institute for Occupational Safety & Health or by its own Advisory Committee on Asbestos Dust," Dr. Selikoff warned.

Dr. Selikoff said that June 7, the day the 5-fiber standard was published, "is the Pearl Harbor Day for American labor." He suggested to the IUD Asbestos Committee members: "You should be wearing black arm bands."

The IUD committee concluded that the 5-fiber standard will also set back the progress made in recent years by responsible employers in efforts to lower exposure levels to asbestos dust.

Jobs — going, going, gone as imports grow

Some 1,400 workers lost their jobs when two big plants—one of them the last American producer of home radios — shut down and shipped jobs and production to cheap labor foreign countries.

Before the rising tide of low wage imports washed away employment, the two factories had employed nearly 11,000 persons — not the 1,400 who survived the closings.

The radio producer was a General Electric plant in Utica, New York, whose top employment had been more than 4,000 but which had only 725 on the payroll when it closed.

Also out were 690 employees of a Remington Rand typewriter plant at Elmira, New York which once hired 7,000.

Both plants had been under contract to the Machinists.

Only 1,000 of the former GE workers had been ruled eligible

for adjustment assistance, a benefit, training and placement project for workers eased out by import competition.

None of the Remington employees will get adjustment assistance, because there has been no import duty on typewriters since 1950, the U.S. Trade Commission ruled.

Denial of help to many GE workers was ordered despite the commission's concession that employees who had produced radio receivers were injured because of increased imports resulting from tariff concessions.

"As General Electric bought its first foreign radio-manufacturing facility . . . in 1967, the company began importing radios in increased quantities and simultaneously reduced its production and employment at Utica," the commission said.

"The decline in production

and employment at Utica was accelerated in 1970 when GE's second foreign radio-manufacturing facility became operational."

In 1967, after GE opened that first foreign radio-manufacturing plant, employment at the Utica plant fell from 4,379 to 2,619. By 1970, when GE's second foreign plant became operative, 1,123 jobs remained at Utica.

The Elmira Remington Rand plant employed 2,237 by 1967, and had been reduced to 690 at the beginning of 1972.

The petition requesting adjustment assistance, filed by the Machinists District 58, showed that since 1966 the importation of manual typewriters increased from 133,000 to 280,000 and imports of electrical typewriters increased from 58,000 to 217,000.

Beat Nixon at the ball game

Local COPE will benefit from the baseball game at the Oakland Coliseum Sunday, August 27 between the Oakland Athletics and the Baltimore Orioles — depending on how many tickets union members buy.

Benefit tickets are available at \$3 each from Typographical Union Local 21, 26 Third Street, San Francisco, and Typographical Union 521, 3065 Middlefield Road, Palo Alto. Local 21 can be reached at 421-6722 and Local 21's phone number is 327-2905.

One dollar of the \$3 ticket price will be sent to the purchaser's local union for transmittal to his county's COPE.

The project, organized by Typographical unionists, has as its slogan:

"HELP BEAT NIXON"

Game time is 1:30 p.m. Indicating that it should be a lively contest is the fact that the Athletics are leading their American League division and the Orioles have been just a shade away from first place in theirs.

Kennedy health plan seen saving \$377 million

California could save more than \$377 million a year in state and local taxes by passage of Senator Edward M. Kennedy's (D-Mass.) Health Security Act, according to figures recently released by the U.S. Department of Health, Education, and Welfare.

HEW reported that due to the present matching monies basis for funding Medi-Cal, California expended in excess of \$509 million on the program during fiscal year 1971.

In contrast, the state would have spent slightly over \$132 million during the same period had Kennedy's proposed program been in effect.

Largest savings to California taxpayers, according to HEW, would have been realized in the areas of the hospital, laboratory, and doctor's fees. Medi-Cal paid out well over \$311 million in state and local money on those areas alone during fiscal 1971. Under Kennedy's Health Security, the state and local governments would spend nothing towards payment of any of these costs.

Kennedy's bill, which provides complete quality health care to all Americans, is funded in much the same way as is Social Security. It will establish a trust, funded partially by employer/employee payroll taxes and partially by general federal revenues, that will ensure that no citizen of the United States is denied or financially devastated by adequate and proper medical care.

Co-sponsored by Rep. Martha W. Griffiths (D-Mich.), the bill is currently pending before both the House and the Senate.

Attention Sub Contractors

General Contractor requesting sub bids in all trades for a 39 unit apartment at Hudson and Manila Streets, Oakland, Calif. W. E. Lyons Construction Co., 50 Hegenberger Loop, Oakland, 568-4829. Bids due by August 4, 1972.

OFFICIAL UNION NOTICES

Auto & Ship Painters 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesday of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Business Representative

A. Crafts and Trades 322

Special meeting, Thursday, August 3 at 8 p.m., at 2315 Valdez Street, Oakland, Hall H.

The purpose of the meeting is two-fold:

1. Special financial report.
2. Vote to increase dues and initiation fee.

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,
VERN DUARTE,
Financial Secretary

Barbers 134

The next regular meeting will be held on Thursday, August 24, 1972, at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, California.

Fraternally,
JACK M. REED,
Secretary-Treasurer

Barbers 516

The next regular union meeting will be held on Wednesday, August 23, 1972 at 8 p.m. in Newark Square Barber Shop, 5600 Thornton Avenue, Newark, Calif.

Help the Barbers Credit Union Grow. Join NOW.

Invest your money in shares. A systematic saving is a good idea and in the future will be valuable to you. If you have money we need it, if you need money we have it. Telephone 452-1333 on Mondays only for information.

Barbers support your Union. As a good Union member you have the opportunity of joining the Barbers Credit Union which is another benefit made possible through Union membership and is a very good place to save and borrow when necessary.

Help organize the unorganized. Talk to that non-union barber, perhaps he doesn't know about Union benefits.

Please send in your union dues.
Fraternally,
AL DOYLE,
Secretary-Treasurer

Berkeley Carpenters 1158

There will be a SPECIAL CALLED meeting on August 3, 1972 at 8 p.m. at 1970 Chestnut Street, Berkeley. At this meeting there will be nominations and the election of two Brother members to be our Representatives at the 46 Counties Conference Board.

The first Board meeting will take place on August 3, 1972. Upon adjournment of this meeting, refreshments will be served.

P.S. Try to attend this meeting.

NOTICE

When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Regular meetings are held on the first and third Thursdays of each month at Finnish Brotherhood Hall, 1970 Chestnut Street, Berkeley, California.

Fraternally,
NICK AFDAMO,
Recording Secretary

Carpenters 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

(2) The hours of the Financial Secretary's office are 8 a.m. to 5 p.m., Monday through Thursday. Friday the office closes at 1 p.m. Phone 569-3465.

(3) Pursuant to Section 15, Paragraph (b) of the District Council By-Laws, the dues were increased by \$1.00, as of January 1, 1972.

Fraternally,
ALLEN L. LINDER,
Recording Secretary

Alameda Carpenters 194

Carpenters Local 194 meets the first and third Monday evening of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following each meeting in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

Hayward Carpenters 1622

SPECIAL CALL MEETING
August 10, 1972 at 8 p.m., 1050 Mattox Road, Hayward, California. To nominate and elect four delegates to the 46 County Conference Board.

An important job where 1622 needs a voice!

Our new contract in booklet form is now available at the Finance Office.

Want to know what's happening? Come to your union meetings!

Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 8 p.m., Friday 7:30 a.m. until 12 noon.

Members who move should inform the local union of their new addresses.

Fraternally,
CHARLES WACK,
Recording Secretary

MOVING? ? ? ?

You are required to keep the office of the Financial Secretary notified of your correct place of residence.

Failure to do so, and when mail has been returned to the office, a \$1.00 penalty will be imposed.

This enforces Section No. 44, paragraph I of the General Constitution.

Fraternally,
DELBERT BARDWELL,
Financial Secretary

Retired Carpenters Club

This is to advise you that our next meeting will be held in the halls of Carpenters Local 1622, 1050 Mattox Road, Hayward, at 1 p.m., August 10.

We are expecting a report from our attorney, and other important matters will be discussed, and we are hoping for a good turnout, refreshments will be served. Hope to see you there.

Fraternally,
L. D. (LARRY) TWIST,
Recording Secretary

Millmen's Union 550

Regular membership meetings are held on the third Friday of each month, at 8 p.m. in the Labor Temple, 2315 Valdez Street, Room 208, Oakland, California 94612.

Those members who are laid-off from work are reminded to sign the out of work list each week. The new list goes up each Friday and is good through Thursday night.

Fraternally,
ODUS G. HOWARD,
Financial Secretary

Plumbers & Gas Fitters 444

As we have done in past years, there will be no Regular Meeting for July, by order of President Wallace Hicks. The next regular meeting will be August 23, 1972.

Fraternally,
GEORGE A. HESS,
Business Manager &
Financial Secretary-Treasurer

Printing Specialties 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,
WILLIAM PRENDEBLE,
Secretary

Printing Specialties 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2267 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

Carpenter leaders support Sen. McGovern

Gordon A. McCulloch, president of the California State Council of Carpenters, and Anthony L. Ramos, executive secretary-treasurer of the council, have called George Meany "wrong" in refusing to endorse Senator George S. McGovern's candidacy for president of the United States.

McCulloch and Ramos called for McGovern's election "if America is to move forward toward the solution of the problems that are tearing this nation apart."

"On the basic issues of reducing unemployment, controlling inflation, eliminating poverty, rebuilding our cities, ending the war in Vietnam — the Nixon administration has failed miserably," they said.

"None has been more outspoken in his criticism of the Nixon administration than AFL-CIO President George Meany."

"Now Brother Meany has changed his mind. With the field narrowed down to Nixon or McGovern, Brother Meany's position is that the AFL-CIO should remain neutral."

"We in the labor movement have the greatest regard for

George Meany," they said. "But this time he is wrong. While it is true that Senator McGovern has made wrong decisions in the past on some issues important to labor and while it's not to be expected that all labor leaders are going to agree with all of his programs, there is no question in our minds that his overall program will aim to serve the needs of the working people."

BART employees win fight for seniority rights

The threat of an imminent strike by Bay Area Rapid Transit employees was lifted this week after BART directors agreed that seniority rights would be observed.

A dispute had arisen between Public Employees Local 390 and BART after arbitrator Sam Kagel issued a decision that employees coming to BART from other transit systems would bring with them their years of seniority. Local 390

disputed this and filed suit in Alameda County Superior Court seeking an injunction to prevent the decision from being put into effect.

However, BART General Manager B. R. Stokes issued a memorandum July 26 stating that Kagel had clarified his decision and said it was "not intended to affect or place limitations on the relationship between BART and its present (non 13c) employees with respect to their wages, hours and working conditions."

"Accordingly, present employees will retain their present seniority position with respect to the selection of runs and shifts and this seniority will not be affected by the seniority of newly hired 13(c) employees," Stokes wrote.

Mediation on Shell conditions is sought

The Federal Mediation Service is attempting to arrange a meeting this week between Oil, Chemical and Atomic Workers Local 1-5 and Shell Oil Co. officials in regard to unsafe working conditions at the firm's Avon refinery.

Members of the local voted last month to shut down the refinery after one final effort had been made to negotiate with the company.

"We've still got the same problems with suspensions and safety," said G. T. Jacobs, president of the local, early this week.

Members of the local had previously voted to refuse to work under unsafe conditions and about 50 persons have been suspended by Shell as a result.

Union complaints concern workers being forced to perform craft and maintenance duties for which they were unqualified, unqualified foremen assigning unsafe work to employees and a lack of qualified maintenance personnel 6 out of each 24 hours.

Crowell named regent of JFK University

Russell R. Crowell, president of the Alameda County Central Labor Council, has been elected a regent of John F. Kennedy University in Martinez, President Harry L. Morrison announced.

"The regents are honored indeed that Mr. Crowell has agreed to serve on the governing Board of the University," Morrison said.

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Large corporations not paying taxes

The pressing need for tax reform is made very clear in a recent report to Congress by Rep. Charles A. Vanik. The Ohio Democrat found that individuals like Gov. Ronald Reagan who manage to avoid paying income tax on their personal income are pikers when compared to the nation's largest corporations.

Vanik points out that a great storm of public indignation arose when it was revealed that 107 persons with a total income of \$26 million had not paid any income tax last year. In 1970, however, nine corporations with a net income of \$682 million did not pay any income tax.

The year before, seven firms had not paid any taxes on a total of \$862 million net income. And in 1971, after surveying less than half of the 100 largest corporations, Vanik found five which had not paid any tax on a total income of \$382 million.

Many of the corporations did pay taxes, but paid very little. ITT, for instance, paid less than 15 per cent of its \$360 million net income in 1969 to the federal government. The following year, with its net up to \$410 million, ITT paid five per cent for taxes.

The larger the firm, the less likely it is to pay a fair tax on its earnings.

"The effective tax rate (percentage of its net income which corporations had to pay in income tax) of these industry giants was 26.9 per cent in 1969, but the overall American corporate effective tax rate was 37 per cent in 1969," Vanik said. "This means that the smaller companies are paying an average rate of about 44 per cent. Conglomerate and trust growth helps the rich get richer, the big get bigger — and the small lose out."

While percentages varied from corporation to corporation, Vanik found the steel, oil and timber industries seemed to have particularly bad records.

So how did the corporations sneak these billions of dollars past the sharp-eyed Internal Revenue Service agents who seem to be able to spot a shaky deduction at the drop of a decimal point?

Mostly, they used the law itself. Investment tax credits — allegedly intended to cut unemployment by providing new capital expansion — account for \$3 billion annually. Just how ineffective investment tax credits have been in curbing unemployment is obvious from the number of persons out of work.

Oil and timber subsidies are two other ways.

The fourth means is foreign tax credit, which has resulted in jobs and capital leaving the United States because taxes paid to foreign governments are subtracted from the corporation's total tax obligation in the U. S. Oil companies, for instance, no longer pay royalties to foreign countries. They pay taxes. The foreign government collects the same money, and the oil company deducts the entire amount, rather than just a percentage, from its U.S. tax bill.

"America's leading oil companies admit to paying more to foreign governments than to their own," Vanik said. The U. S. taxpayer is asked, in effect, to subsidize this exploitation of other nations.

Some of the corporations studied reported net operating losses for tax purposes but paid high dividends to shareholders. Consolidated Edison, the big New York electric company, reported to the government losses in both 1970 and 1971 yet paid its shareholders dividends of \$108 million and \$119 million, the latter the highest in 10 years.

Another utility, American Electric Power, illustrates how larger firms have made a mockery of the concept of progressive taxation. In 1969, the firm paid \$32 million or 23 per cent of its \$138 million net income. The following year, its net income dropped two per cent but its taxes dropped 40 per cent.

Last year, with a net income of \$150 million, the company paid \$6.7 million taxes. The corporation grows and its tax liability shrinks. When a wage earner gets a raise, he may well find that the net result is a slightly smaller pay check because he's in a higher bracket.

Genuine reform of the tax laws is needed. Investment credits, oil depletion allowance and timber subsidies should be eliminated. Taxes paid to foreign governments should be considered no more than an ordinary business expense. And there should be a single progressive tax schedule applied to all corporation profits, whatever the source. It is only through such reforms that the disproportionate cost of government now borne by working people can be shifted to where it really belongs.

'Help!'



McGovern's Congressional voting record

The Machinist, official weekly newspaper of the International Association of Machinists and Aerospace workers, recently took a look at Senator George McGovern's voting record and gave him a batting average of .875 on key votes in Congress on trade union issues.

McGovern served four years in the House (1957-1960) and nearly 10 years in the U.S. Senate (1963-1972).

Each year, "The Machinist" has published a Report Card on Congress listing the votes of each member of the House and Senate on a few key issues important to union members. The Report Card on Congress does not cover foreign affairs, only domestic issues.

A compilation of those Report Cards last week showed that on 77 votes of importance over the 14-year span, McGovern has been "right" from labor's viewpoint 63 times and "wrong" nine times. He did not vote on five of the key issues, three of them last year when he was out campaigning.

McGovern voted with the la-

bor movement on fundamental labor principles. He has been consistently opposed to compulsory arbitration—in the 1966 airline strike, the 1967 railroad strike, the 1970 railroad strike and this year's West Coast dock strike.

He supported a higher Federal minimum wage and extended unemployment benefits.

He voted repeatedly to provide jobs for the unemployed through public works and public service employment programs.

He voted for Medicare and Mental Health measures.

He voted for Truth-in-Lending and Truth-in-Packaging, the two big consumer measures of the last decade.

He voted to increase and improve Social Security.

He voted to raise and broaden the minimum wage.

McGovern helped sponsor food stamps and school lunch programs.

He has voted right on civil rights bills and has supported tax reform.

McGovern opposes President

Nixon's wage-price control programs. He was one of seven senators who voted last December against continuing it another year.

McGovern voted wrong from labor's viewpoint nine times.

He voted wrong twice on the anti-union Landrum-Griffin bill.

He voted against breaking a successful filibuster that blocked the repeal of Section 14 (b) of the Taft-Hartley Act. Repeal would have legalized union security contracts now outlawed in 19 states.

He voted against Federal standards for state unemployment compensation programs.

He voted against the SST, the Lockheed loan guarantee and the Space Shuttle.

He voted against closing a tax loophole that exempted from federal income tax interest from industrial development bonds used to entice industrial plants to move to low-wage areas.

On domestic issues, the record shows that McGovern has voted with the trade union movement most of the time.

Burke-Hartke backed to stem job loss

The first of a nationwide series of "Save Our Jobs" rallies heard the warning that employment losses will continue at an alarming rate unless there are drastic changes in America's foreign trade and investment policies.

Speakers urged that working people rally behind the Burke-Hartke Bill to change tax and other government policies which make it super-profitable for American business to produce in low-wage foreign countries.

In a filmed speech to the rally in Akron, Ohio, AFL-CIO President George Meany said that imports and overseas subsidiaries of U.S. firms have cost 900,000 American jobs in the last five years.

"The flood of imports is drowning whole communities," Meany said.

"Where once there were jobs, there are unemployment lines. Stores are boarded up because there are no paychecks to purchase what is for sale. Plants are shut down or working at far from capacity. Schools deteriorate because there isn't enough tax money

to make them better," he declared.

The rally was sponsored by the United Rubber Workers and the AFL-CIO Industrial Union Department as a pilot for other such meetings across the country.

I. W. Abel, President of the Steelworkers and the IUD, refuted management propaganda that American multinational corporations actually keep jobs here. He declared:

"From 1966 through 1970, this country lost 1,400,000 jobs because of imports. During the same period we gained 500,000 jobs because of exports. Thus, the total job loss for the five-year period was 900,000."

Job loss has speeded up, he said, noting that:

"In the three-year period of 1966 through 1968 the job loss rate was 250,000 jobs a year. But in the later two-year period of 1969 through 1970, the rate of job loss was 350,000 — up 100,000 jobs a year."

Rubber Workers President Peter Bommarito said 42,049 rubber-related jobs have vanished in the past 10 years.

"For the most part, the basic cause for job loss can be attributed to imports," he charged.

"The five major American rubber companies now have more than 200 foreign subsidiaries and for each 1,000,000 tires that come into the U.S. from abroad, more than 457 U.S. tire industry jobs are lost."

In 1971, he pointed out, the United States imported 23,000,000 tires.

"The United States stands almost alone as a free trade nation—while other nations have set up barriers to block U.S. goods," he added.

Jacob Clayman, IUD administrative director said, "Japan has grown up and we are still trying to deal with that country as we did 25 years ago. The time has come for the two countries to carry on trade as equals."

John Gavin, president of the Screen Actors Guild, told the audience that members of his union have felt the impact of job exportation as producers take work abroad.

Meany urges support for Farah boycott

AFL-CIO President George Meany has called on the entire labor movement to support 3,000 clothing workers on strike in Texas and New Mexico and to refuse to buy products of their employer, Farah Manufacturing Co.

In a letter to all national and international unions and all state and local labor bodies affiliated with the AFL-CIO, Meany charged that Farah has used "vicious tactics" in its efforts to break the strike by thousands of workers, many of them Mexican-American, who are seeking representation by the Clothing Workers.

He cited the company's use of attack dogs patrolling the plants, court orders barring peaceful picketing, midnight arrests of hundreds of workers, unlawful discharges of union supporters and personal intimidation and coercion of workers.

Farah, one of the world's largest makers of pants for men, boys and women, operates two plants in San Antonio, four in El Paso and one each in Victoria, Texas, and Albuquerque and Las Cruces, New Mexico.

To support the boycott, which was endorsed July 19 by the AFL-CIO Executive Council, Meany urged all AFL-CIO affiliates to:

- Publicize the boycott to all union members by means of meetings, flyers, bulletin board notices, union publications and personal contact through union stewards and officers.

- Inform retailers of the boycott, urge merchants to stop selling Farah pants and to allocate promotion and adver-

tising to products of other manufacturers.

- Establish informational picket lines to seek consumer support of the boycott at all retailers that continue to feature Farah products.

- Employ local advertising, including newspapers, television, radio and billboards, to the maximum extent possible to spread the "don't buy Farah pants" message.

- Urge purchasing agents at every level of government to halt buying of Farah products.

"The struggle of the Farah workers for economic justice, dignity and security is clearly the struggle of all workers and all union members," Meany said. "The success of the boycott depends on the wholehearted cooperation of every union member and his family, friends and neighbors."



ALL SET FOR MERGER. Chairman of the referendum boards of two unions have the happy news for leaders of the Lithographers and Photoengravers International Union and the International Brotherhood of Bookbinders that overwhelming approval has been given in union-wide votes for a constitution to govern the

newly merged 130,000 member Graphic Arts International Union after Labor Day of this year. Exchanging the official vote tallies (from left) are: Austin E. Dolan, IBB referendum board chairman; IBB President John Connolly, LPIU President Kenneth J. Brown and Robert J. Finnegan, LPIU's referendum board chairman.

Bill to curb public employe bargaining suddenly advances

Vigorous opposition to an anti-labor public employe bargaining bill that suddenly sprang to life in the Assembly was urged by the California Labor Federation, AFL-CIO, this week.

The Senate passed bill, SB 1440—Dills, received a "do pass" recommendation from the Assembly Ways and Means Committee and was sent to the floor despite a declaration by

the Assembly leadership that all public employe bargaining legislation would be referred to interim study during the current session.

In wires sent to central labor councils, building trades councils, 8 craft councils and all Federation Vice Presidents Wednesday, John F. Henning, executive secretary-treasurer of the State AFL-CIO, said:

"Important you immediately wire your assemblymen to vote against SB 1440, a public employe bill anti-labor in general and anti-AFL-CIO in particular.

"Bill would allow independent public employe associations to destroy building trades unions and other AFL-CIO unions in public employment.

"Bill would favor maintenance pay rate over construction pay rate for building trades workers.

"Bill would impose most drastic anti-strike provisions in history of California public employment and nullify con-

cept that public sector labor-management practices should follow labor-management precedents in private employment field.

"Bill would also prohibit union shop and agency shop."

Henning sent a similar wire to all California Assemblymen Wednesday night.

He urged all affiliates to contact their Assemblymen at once to oppose the bill, pointing out that the measure could come up for an Assembly floor vote at any time.

Both houses of the legislature have been driving toward recessing the legislature from July 28 until after the Nov. 7 general election.

Henning said that the anti-strike provisions in SB 1440 are the "worst ever." He pointed out that in virtually all states with public employe bargaining statutes the restrictions on the right to strike are generally limited to safety and health personnel.

Constitution OKd for Graphic Arts merged union

The membership of two unions which will merge into the new 130,000 member Graphic Arts International Union have voted overwhelming approval to a constitution to govern the new union when it is set up on Labor Day.

The Lithographers & Photoengravers International Union approved by a margin of 75.8 per cent, 29,885 to 9,549.

The International Brotherhood of Bookbinders has approved the constitution by an even larger 82.2 per cent margin, 22,085 to 4,790.

"This is a mandate for full speed ahead," declared Bookbinders President John Connolly and Lithographers President Kenneth J. Brown.

The vote was tallied jointly at the headquarters of the new union at 1900 L Street NW, Washington, D.C., by the referendum boards of the two unions. Brown will be president and Connolly will be executive vice president of the merged union.

Merger was approved at conventions of the two unions last fall. Unionwide referendums of both unions early this year approved the merger agreement — with a 69.4 per cent favorable vote by the Lithographers members and 79.5 per cent by the Bookbinders.

Correction

It was incorrectly reported in last week's Labor Journal that Carrow's Hickory Chip Restaurant, 15011 Hesperian Boulevard, San Leandro, had refused to sign a contract with Culinary Workers & Bartenders Local 823.

"We have not asked for a contract with the restaurant and we have no desire to represent its employees. They are unfair competition because they are paying substandard wages for the restaurant industry in this area. Our picket line is a primary line to inform union people and friends of labor of the situation," said Bud Gillick, president of Local 823.

Minority placement pacts now throughout the state

All State-administered apprenticeship programs are now committed to minority placement in job training, under formal agreements with the Division of Apprenticeship Standards (DAS), State Department of Industrial Relations.

James E. Stratten, Chief of DAS, announced that all 2,079 apprenticeship program sponsors, including 608 joint labor-management committees, have completed agreements for minority representation in job training.

Such agreements are mandatory for State programs under the California Plan for Equal Opportunity in Apprenticeship. The plan implements a Federal law requiring minority representation in apprenticeship based on the proportion of the total population for that minority in a community where programs operate. DAS standards under the plan call for affirmative action and recruitment procedures to assure minority applicants for apprenticeship openings.

Stratten said the formal agreements with joint committees and program sponsors mark only the first phase of assuring equal opportunity in apprenticeship.

"There's no doubt we've turned the corner, and from here on the job picture should be brighter for all minorities. But we must still do a great deal to make sure there are quali-

fied minority applicants for openings, and that the minorities know about openings when they occur," Stratten said. California recognizes more than 300 apprenticeable crafts and trades.

Registered minority apprentices, active under programs administered by DAS, made up nearly 21 per cent of the more than 32,000 in training during 1971-72, according to Stratten. That compares with about 19 per cent out of a total of more than 28,000 accounted for by minorities in the previous fiscal year. For the nation as a whole minorities average only about 12 per cent of registered apprentices.

In 1971-72, Mexican Americans and other Spanish Americans registered as apprentices totalled 3,665 or 11.4 per cent, and were the largest single minority represented. Other minority totals and their percent ages were: Negro, 2,086, 6.5 per cent; American Indian, 351, 1.1 per cent; Oriental, 296, 0.9 per cent; Filipino, 121, 0.4 per cent; and others, 113, 0.4 per cent.

Irwin Mazzei Dies

Irwin P. Mazzei, 55, president of the Los Angeles County Federation of Labor for the past eight years and a vigorous champion of workers' rights for more than 30 years, died last week.

Convention of State COPE scheduled in S.F. September 8

Continued from page 1

Sheraton Palace for the night of September 7. Delegates or their organizations should send their reservations directly to Arvid Wilhelm, the hotel's reservation manager.

Delegates will receive their credentials from the secretaries of the organizations they are to represent. Each delegate is to present his or her credential to the Committee on Credentials at the convention.

It should be borne in mind that the original credential is to be given to the delegate. The list of authorized delegates is to be filled out and the original and duplicate mailed together with the properly filled out credentials, to the Secretary-Treasurer of the California Labor Council on Political Education, Suite 310, 995 Market Street, San Francisco, California 94103 as soon as possible after receipt but not later than August 25, 1972.

This is necessary to facilitate the preparation of roll call sheets, delegates' cards and the preliminary roll of delegates.

The triplicate of the list of authorized delegates is to be retained by the local secretary.

Deadline for receipt of resolutions and proposed amendments to the constitution by the secretary-treasurer of State COPE is Friday, August 25, 1972, except for those approved by regularly constituted and affiliated statewide organizations at conventions or conferences held during the 15 days preceding the convention, which must be received by the secretary-treasurer not later than 9 p.m. on Thursday, September 7, 1972.

Each resolution must be presented in triplicate and bear either the signature of an executive officer or the seal of the affiliated organization introducing it.